

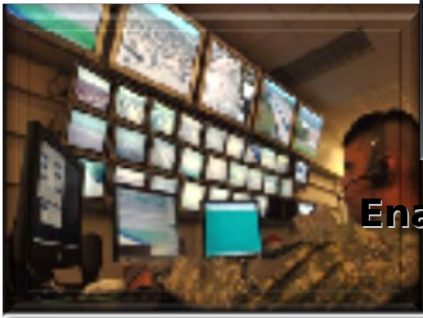


Defense Intelligence Acquisition Conference 2009

Jeffrey B. Birch
Defense Acquisition University
April 16, 2009

Enabling the Defense Intelligence Enterprise
through Acquisition Excellence

Human Capital Workforce Initiatives



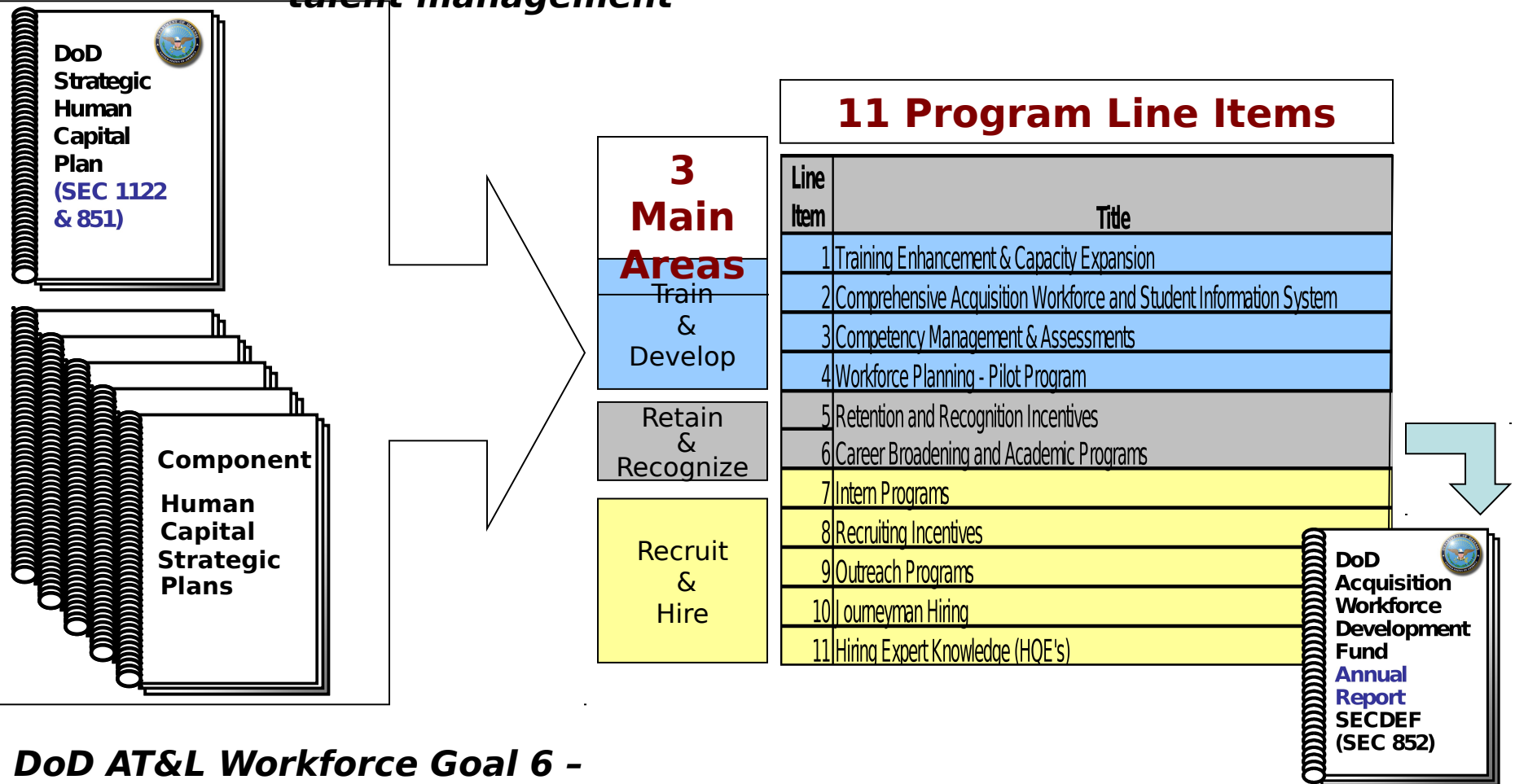
**Enabling the Defense Intelligence Enterprise
through Acquisition Excellence**



NDAA FY08 Section 852 Defense Acquisition Workforce Development Fund (DAWDF)

Strategic Alignment

DoD AT&L Workforce Goal 6 - Recruit, develop and retain a mission-ready DoD AT&L workforce through comprehensive talent management



DoD AT&L Workforce Goal 6 -

- **Adopt world-class recruiting techniques to address changing demographics**
- **Ensure DoD AT&L workforce is ready to meet mission needs**
- **Develop retention strategies for selected workforce**



DAWDF Timeline

FY08 Focus has been on Fund Structure, Fund Capture, and Fund Re-allocation

4 Phases

1

Data Call

**NDAA FY08
signed
28 Jan 08**

- Call for initiatives
- Establish Process & Structure
- Set Priorities
- Meetings with AT&L community and Comptroller office

Jan 08

2

Est. Fund Finance Mechanics

- Treasury accounts established
- Accounting Structure built
- Funding Source Basis & Process Determined
- 1st Collection of Funding Source \$29.2M
- Due Diligence

1 Apr

3

Governance

- Develop DAWDF Charter
- Est. Roles and Responsibilities
- 2nd collection of Funds \$96.5M
- Due diligence of Fund Allocation
- Fund Manager/PM Assigned

3 July

4

Execution

- Signed Charter 8/28/08
- Memo signed 8/28/08 to instruct components to scrub DAWDF Program Data/forms
- Allocation Approval Dates 5 Aug, 26Sep, 29Sep, 8Oct
- Fund 1st release of funds 5 Aug 08

8 Oct 08

ncy

Accountability

Traceability

Metrics

NDAA Section 852

FY08 - \$253.74M

- **Recruiting & Hiring (\$149.1M) Components (100%)**
 - Increase Workforce Capacity
 - Hiring: Interns, Journeyman, Highly Qualified Experts, Rehired Annuitants
 - Right Shape The Future Workforce
 - Hire Second Career Baby Boomers, Generation X, and Generation Y, to Ensure Near and Long Term Capability
- **Training & Development (\$67.5M) Components (50%) DAU (50%)**
 - Increase Certification Levels and Close Skill Gaps
 - 7,000 -10,000 Classroom Seats; 20,000 - 25,000 Web Seats; 340 New Offerings; 17 New Classrooms
 - Expanded Contingency Training; Expanded Requirements Training
 - Fully Deploy Improved Competency Management
 - Human Capital Planning
 - Assess Skill Gaps & Improve Training
- **Recognize & Retain (\$24.4M) Components (100%)**
 - Target and Deliberately use Incentives and Bonuses
 - Expand our Retention Approach Beyond Monetary Incentives
 - Student Loan Repayment Program
 - NCO Bachelor Degree Program
 - Rotational assignments/BCS Funding

NDAA Section 852

FY08 - \$253.74M

- **Recruiting & Hiring** - Increase Workforce Capacity
 - Hiring: Interns, Journeyman, Highly Qualified Experts, Rehired Annuitants

852 FY08 Plan				
Career Field	Interns	Journeyman	HQEs	Total
Bus Fin Mgt	46			46
Contracting	618	88	19	725
Facility Eng			3	3
Indstrl/Cont Prop M	43			43
IT Mgt	1			1
Life Cycle Logistics	40			40
Prod/Qual/Mfg	145			145
Proq Mgt	51		9	60
SPRDE	158			158
Test & Eval	4			4
Not Specified	18	274	24	316
Total	1,124	362	55	1,541

`(3) GUIDANCE- The Under Secretary of Defense for Acquisition, Technology, and Logistics, acting through the senior official designated to manage the Fund, shall issue guidance for the administration of the Fund. Such guidance shall include provisions--

`(A) identifying areas of need in the acquisition workforce for which amounts in the Fund may be used, including--

`(i) changes to the types of skills needed in the acquisition workforce;

`(ii) incentives to retain in the acquisition workforce qualified, experienced acquisition workforce personnel; and

`(iii) incentives for attracting new, high-quality personnel to the acquisition workforce;

`(B) describing the manner and timing for applications for amounts in the Fund to be submitted;

`(C) describing the evaluation criteria to be used for approving or prioritizing applications for amounts in the Fund in any fiscal year; and

`(D) describing measurable objectives of performance for determining whether amounts in the Fund are being used in compliance with this section.

Section 852 Funding Mechanism

Signed 28 January 2008

“(1) IN GENERAL.—The Fund shall consist of amounts as follows:

“(A) Amounts credited to the Fund under paragraph (2).

“(B) Any other amounts appropriated to, credited to, or deposited into the Fund by law.

“(2) CREDITS TO THE FUND.—(A) There shall be credited to the Fund an amount equal to the applicable percentage for a fiscal year of all amounts expended by the Department of Defense in such fiscal year for contract services, other than services relating to research and development and services relating to military construction.

“(B) Not later than 30 days after the end of the third fiscal year quarter of fiscal year 2008, and 30 days after the end of each fiscal year quarter thereafter, the head of each military department and Defense Agency shall remit to the Secretary of Defense an amount equal to the applicable percentage for such fiscal year of the amount expended by such military department or Defense Agency, as the case may be, during such fiscal year quarter for services covered by subparagraph (A). Any amount so remitted shall be credited to the Fund under subparagraph (A).

“(C) For purposes of this paragraph, the applicable percentage for a fiscal year is a percentage as follows:

“(i) For fiscal year 2008, 0.5 percent. —

\$253.74M

“(ii) For fiscal year 2009, 1 percent. —

\$400M

“(iii) For fiscal year 2010, 1.5 percent. —

\$500M

“(iv) For any fiscal year after fiscal year 2010, 2 percent. —

\$600M

TBD

“(D) The Secretary of Defense may reduce a percentage established in subparagraph (C) for any fiscal year, if he determines that the application of such percentage would result in the crediting of an amount greater than is reasonably needed for the purpose of the Fund. In no event may the Secretary reduce a percentage for any fiscal year below a percentage that results in the deposit in a fiscal year of an amount equal to the following:

852 Annual Report Requirement

“(f) Annual Report.— Not later than 60 days after the end of each fiscal year beginning with fiscal year 2008, the Secretary of Defense shall submit to the congressional defense committees a report on the operation of the Fund during such fiscal year. Each report shall include, for the fiscal year covered by such report, the following:

“(1) A statement of the amounts remitted to the Secretary for crediting to the Fund for such fiscal year by each military department and Defense Agency, and a statement of the amounts credited to the Fund for such fiscal year.

“(2) A description of the expenditures made from the Fund (including expenditures following a transfer of amounts in the Fund to a military department or Defense Agency) in such fiscal year, including the purpose of such expenditures.

“(3) A description and assessment of improvements in the Department of Defense acquisition workforce resulting from such expenditures.

“(4) Recommendations for additional authorities to fulfill the purpose of the Fund.

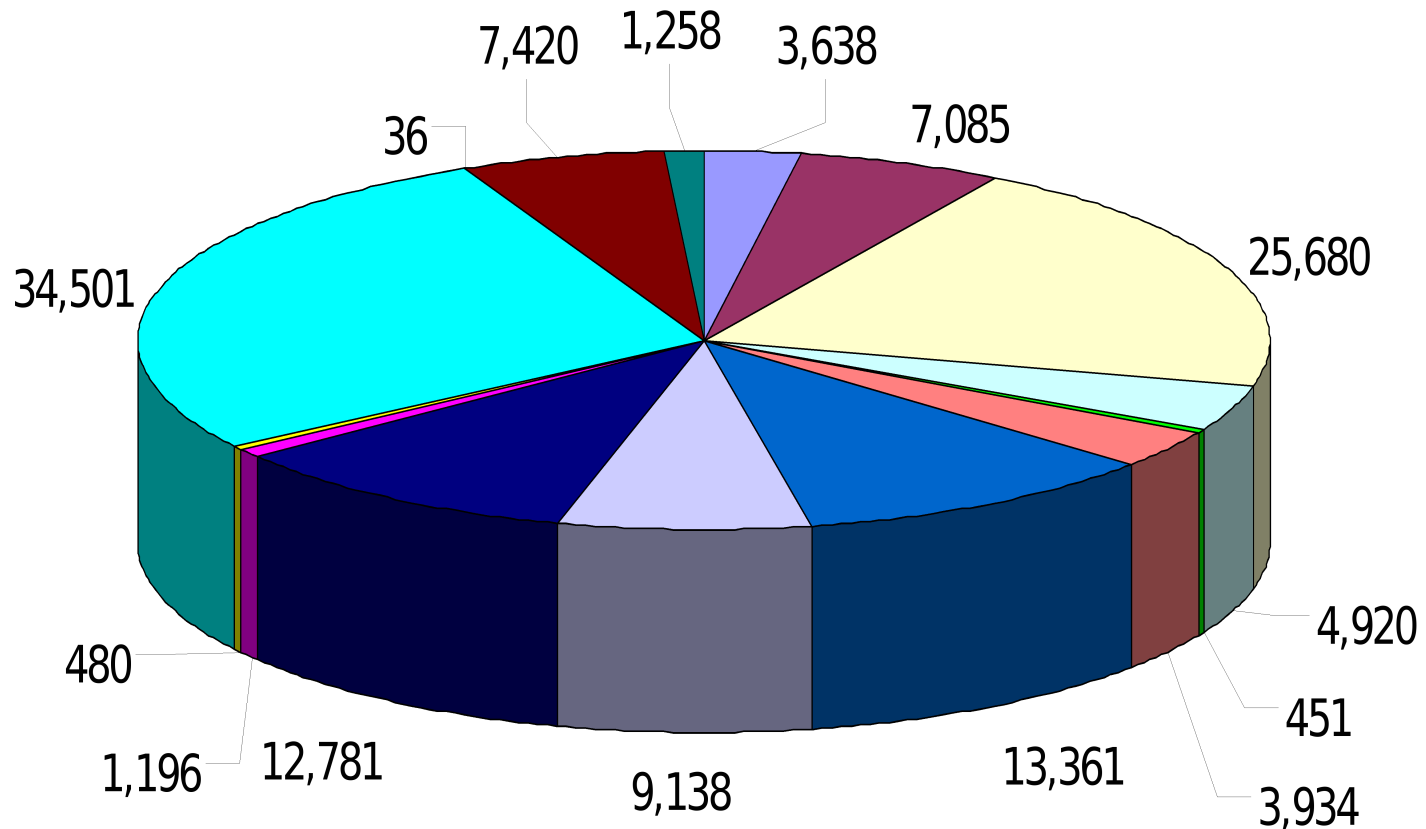
“(5) A statement of the balance remaining in the Fund at the end of such fiscal year.



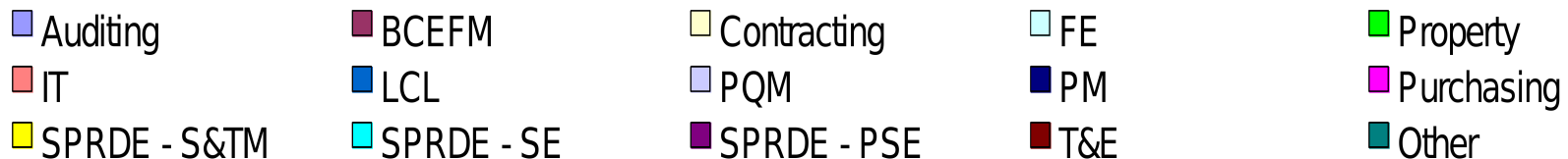
Due 15 December 2008

Defense Acquisition Workforce Breakout

As of 30 Sep 08



Total Organic Count = 125,879



DAWIA Certification and Policy Changes

BCEFM Restructure

On **December 22, 2008** the Under Secretary of Defense for Acquisition, Technology and Logistic (AT&L) approved the restructure of the Business, Cost Estimating and Financial Management Career Field.

Effective **October 1, 2009** the BCEFM career field will be known as the Business Career Field with two distinct career paths.

- Business - Cost Estimating (BUS-CE)
- Business - Financial Management (BUS-FM)

The restructure is effective October 1, 2009 for **position and career path certification purposes.**

Business Managers Conference - Managing for the Future of DoD May 19th and 20th

CON Initiatives

- CON334 – Advanced Contingency Contracting
- CON1XX – 4 Week In-resident Course
(DAU Regions ONLY)
- COR Certification (not FAC-COTR)
- Small Business Continuous Learning Modules
 - Small Business for Program Managers
 - Small Business for Contracting Officers

Acquisition Workforce Policy Updates

- 5000.52 – Defense Acquisition Technology and Logistics Workforce Education, Training and Career Development Program
- 5000.66 – Operation of the Defense Acquisition Technology and Logistics Workforce Education, Training and Career Development Program
- AT&L Workforce Desk Guide



NOW

Enterprise Search Engine **ACquire**

4th Estate DACM
Newsletter

4th Estate Guidance

(New) 4th Estate Quota Manager's Preparation for Success for FY09
(Updated) FY09 4th Estate Student Travel Policy for Civilian Students in Defense Agencies
(New) Guidance for 4th Estate on Equivalency, Fulfillment, and Student Policies
(New) Top Ten Reports
DAWIA certification and Defense Acquisition Corps guidance
Printing certifications and acq corps.

AT&L Workforce Career Publications/Guidance

DoD Directive 5000.52 (Jan 12, 2005)
DoD Instruction 5000.55 (Nov 1, 1991)
DoD Instruction 5000.66 (Dec 21, 2005)
AT&L Workforce Desk Guide (Jan 10, 2006)
* DoD Directive 1342.20, Department of Defense Education Activity (DoDEA).
* DoD Directive 1403.03, The Career Lifecycle Management of the Senior Executive Service Leaders Within the Department of Defense, October 25, 2007
AT&L Workforce Desk Guide (Jan 10, 2006)
KLP Data Call (May 1, 2007)
AT&L Workforce Career Management Reference Material
About DAWIA
Core Plus Q&A Video (Jul 16, 2007)
Position Category Descriptions (PCDs)

DAU GLOBAL TOP5

DAU Homepage
I Need Training
Continuous Learning
Knowledge Sharing
Performance Support

SITE MENU

General Info, 1-800-845-7606
About DAU
Careers at DAU
DAU Calendar
Student Information
Acquisition Resources
DoD AT&L Workforce
Publications
Alumni Information
Regions & Campuses

QUICK LINKS

Apply for Course
FAQ
DAU Video Library
David D. Acker Library
Strategic Partnerships
Rapid Training

Center
Browse Search

AT&L Reading Library

AT&L Living Library

Defense AT&L eLetter

DAU Homepage | DoD DACM

Defense Agency Director, Acquisition Career Management (DACM) Serving Civilian Employees within the Defense Agencies (4th Estate)

DACM Mission Statement

As the DoD DACM, Effectively Manage a Comprehensive Career Management and Development Program for the DoD Components Outside the Military Departments

Welcome to The Director, Acquisition Career Management (DACM) Home Page! Here you will find the answers to all of your DACM needs, and links to DACM tools and applications.

DACM Applications

ACQTAS
ACQTAS CL Tracking System - Brochure
AWDIT - Brochure

ALEI - Brochure

DACM Components

Please Select...

Explore DoD DACM

Top Ten Reports
Forms
FAQ
DAU Catalog
DAU Course PDS Codes
Course Schedule

4th Estate Meetings

4th Estate Executive Forums - Updated

4th Estate Summits - Updated

DOD DACM Acquisition Awareness Training

The DOD DACM office handles civilians from the Defense Agencies. Click below to register through ACQTAS. If you need assistance with registration, please contact our help desk at either:
acqtashelp@asmr.com or 703.645.0161

If you are military, or a civilian from one of the services, please click on these links to contact your DACM office to service your DAU student training needs:

If you are a civilian federal employee working at a Federal Agency, please click on the link below to register for a course. For assistance with federal registration issues, contact their help desk at either: 703 805 2300 or questions@fai.gov



Army



Navy



AirForce



FAI



4th Estate DACM

DAU GLOBAL TOPS ▾

- DAU HomePage ▸
- I Need Training ▸
- Continuous Learning ▸
- Knowledge Sharing ▸
- Performance Support ▸

SITE MENU ▾

- About DAU ▸
- DAU Calendar
- Student Information ▸
- Aquisition Resources ▸
- DoD AT&L Workforce
- Publications ▸
- Alumni Information
- Regions & Campuses ▸
- FAQs

Video Library/Podcasts

DAU Weekly Quiz

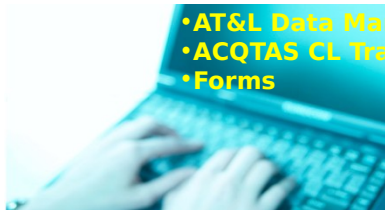
AT&L Reading Library
John Young, Jr. Undersecretary Defense

AT&L Living Library

Strategic Partnership

Alumni Information

Tools & Resources



- AT&L Data Mart
- ACQTAS CL Tracking
- Forms

More

In the SPO



Save a Date.....For the DAU Acquisition Community Symposium
Tuesday, April 14, 2009

Career Management Policy & Guidance



More

DACM Components

Please Select... ▾

About the Defense Acquisition Workforce

- What do they do?
- Where do they work?
- Job Opportunities



ACQTAS Help Desk



Workforce Topics



More

Director Acquisition Career

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4th Estate DACM



Leadership Vector on the Defense Acquisition Workforce

THE WHITE HOUSE Office of the Press Secretary

Release

For Immediate
March 4, 2009

Memorandum for the Heads of Executive Departments and Agencies

Subject: Government Contracting

The Federal Government has an overriding obligation to American taxpayers. It should perform its functions efficiently and effectively while ensuring that its actions result in the best value for the taxpayers...

I further direct the Director of OMB, in collaboration with the aforementioned officials and councils, and with input from the public, to develop and issue by September 30, 2009, Government-wide guidance to...

(3) assist agencies in assessing the capacity and ability of the Federal acquisition workforce to develop, manage, and oversee acquisitions

"..And finally, we must restore the department's acquisition team. I look forward to working with you and the rest of Congress to establish a necessary consensus on the need to have adequate personnel capacity in all elements of the acquisition process."
SECDEF from 27 January 2009 SASC and HASC hearing

"No change to the acquisition system itself can substitute for... good people performing the acquisition function."

Dr. Ashton Carter, USD
(AT&L) Nominee

"... the department must increase the size and capability of its civilian acquisition workforce dramatically."

SHAY ASSAD at Cowen and Company Defense and Aerospace

Questions?